

## Case Study 5

### Confidential Search for a Divisional Director

**Sector:** *Multi-Disciplinary Civil and Structural Engineering Consultancy*

**Client:** *Top 20 Consultancy*

**Appointment:** *Divisional Director – Building Services*

#### Client Overview

*Our client is a leading civil and structural engineering consultancy who provide a wide range of multi-disciplinary services with expertise in development, civil engineering, transportation, water and environmental.*

#### Assignment Requirements

*Following a re-structure within the business our client identified the need to strengthen their building services business unit by appointing a business leader to manage and develop this service internally and externally.*

*They also identified that the ideal individual needed to have a successful track record within the building services sector combined with a very strong commercial understanding.*

#### McCoy James's Recommended Strategy

*After a number of meetings with our client McCoy James recommended a market mapping / executive search strategy as it was felt that in order to identify and recruit the right individual we needed to understand who the key individuals were in the marketplace.*

*In order to identify these individuals within the market it was agreed that McCoy James would network through the supply chain and through our individual contacts to identify who was rated in the marketplace, whilst the research team mapped the competition, identifying those individuals who were responsible for 'making it happen'.*

#### Results

*Due to McCoy James strong network of contacts and research function, 4 talented individuals were short-listed to the client, all of whom had the key attributes required and a successful track record.*

*The successful candidate was then appointed and integrated into the business and after 6 months had transformed the business from a loss making position into a profitable business unit.*